Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

FSA (and below)

For 4th Quarter 2016 for period ending September 30, 2016

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru09-30						
	2011	2012	2013	2014	2015	2010111ru09-30						
Number of Complaints Filed	38	27	22	15	22	27						
Number of Complainants	38	27	22	15	22	27						
Repeat Filers	0	0	0	0	0	0						

Complaints by Pagis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Race	14	10	10	9	7	12
Color	2	3	0	4	2	4
Religion	0	0	0	2	1	1
Reprisal	22	15	12	6	10	11
Sex	12	11	5	8	12	11
PDA	0	0	0	0	0	0

National Origin	2	0	1	1	2	0
Equal Pay Act	0	0	0	0	0	0
Age	14	10	6	6	12	14
Disability	7	1	2	4	4	8
Genetics	0	0	0	0	1	0
Non-EEO	2	6	1	6	2	4
			Com	parativ	ve Data	
Complaints by Issue	Pro	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Appointment/Hire	5	1	4	1	5	4
Assignment of Duties	4	3	2	3	5	5
Awards	0	0	1	0	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	0	1	2	1	2	0
Suspension	2	4	2	2	0	1
Removal	0	0	1	0	0	0
Other	0	0	0	0	0	1
Duty Hours	0	0	0	0	1	1
Perf. Eval./ Appraisal	4	1	2	2	3	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	14	8	7	10	9	11

Sexual	1	0	1	1	2	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	1
Promotion/Non-Selection	9	10	7	4	7	10
Reassignment						
Denied	1	0	0	2	1	0
Directed	1	1	0	1	0	0
Reasonable Accommodation Disability	3	2	0	2	1	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	2	2	1	0	0	1
Terms/Conditions of Employment	1	2	6	5	7	3
Time and Attendance	4	2	1	0	4	1
Training	1	1	0	1	2	1
Other						
User Defined - Other 1	0	0	0	0	0	1
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

			C	Comp	ar	ative I	D ata	
Processing Time		Previo	us Fisc	al Y	eai	r Data		2016Thru09-
	2011	2012	20	13	2	2014	2015	30
Complaints pending during	g fiscal y	ear						
Average number of days in investigation	356.04	271.4	1 195	5.84	20	06.12	180.12	244.75
Average number of days in final action	156.56	296.8	2 152	2.05	19	90.50	119.70	54.82
Complaint pending during	fiscal ye	ar whe	re hear	ing w	vas	reques	sted	1
Average number of days in investigation	350.64	169.1	4 207	7.27	21	17.44	196.67	259.62
Average number of days in final action	50.14	79.69	9 153	3.50	20)5.67	74.00	46.00
Complaint pending during	fiscal ye	ar whe	re hear	ing w	vas	not re	quested	
Average number of days in investigation	364.52	458.9	2 153	3.00	19	91.57	161.50	227.18
Average number of days in final action	239.33	610.4	4 149	9.57	14	15.00	139.29	55.25
				C	om	parat	ive Data	1
Complaints Dismissed Agency	d by	Pre	evious	Fisca	al Y	Year D	ata	2016Thru09-
		2011	2012	201	13	2014	2015	30
Total Complaints Dismisse Agency	ed by	9	1	2		2	2	5
Average days pending price dismissal	or to	233	1490	50)	78	88	101
Con	plaints V	Withdr	awn b	y Co	mp	olainai	nts	
Total Complaints Withdra Complainants	wn by	3	0	3		0	1	2

					C	omp	par	ative	Dat	a		
Total Final Agency		P	revi	ous l	isc	al Y	ear	· Data	a		20167	Γhru09-
Actions Finding Discrimination	20	011	20	12	20	13	2	014	20)15		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		0		0		1		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	1	100	0	0	0	0	1	100	0	0	0	0
Findings of	Comparative Data							a				
Discrimination Rendered by Basis		P	rev	ious	Fisc	cal Y	Yea	r Dat	a		2016	Γhru09-
Note: Complaints can be	2011 2012 2013 2014 2015										30	
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	, #	<i>‡</i> %	#	%	#	%
Total Number Findings	4		1		0		()	0		0	
Race	1	25	0	0	0	0	(0	0	0	0	0
Color	0	0	0	0	0	0	(0	0	0	0	0
Religion	0	0	0	0	0	0	(0	0	0	0	0
Reprisal	1	25	0	0	0	0	(0	0	0	0	0
Sex	2	50	0	0	0	0	(0	0	0	0	0
PDA	0	0	0	0	0	0	(0	0	0	0	0
National Origin	0	0	0	0	0	0	(0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	(0	0	0	0	0
Age	0	0	0	0	0	0	(0	0	0	0	0
Disability	2	50	1	100	0	0	(0	0	0	0	0
Genetics	0	0	0	0	0	0	(0	0	0	0	0
Non-EEO	0	0	0	0	0	0		0	0	0	0	0

Findings After Hearing	1		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100	0	0	0	0	0	0	0	0	0	0
Sex	1	100	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		1		0		0		0		0	
Race	1	33	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	1	33	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	2	67	1	100	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					C	omp	ara	tive	Dat	a		
Findings of Discrimination Rendered		P	rev	ious F	isc	al Ye	ear	Data	ì		2016	Γhru09-
by Issue	2	011	2	012	20)13	20)14	20)15		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	4		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	50	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		-		-								-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	25	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	25	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	25	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	25	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	25	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	25	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define						-						
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	100	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	· · · · ·		<u>, l</u>		1				1		1	1
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												ı
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	33	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	33	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment						-				-		

Non-Sexual	1	33	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	33	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	1	33	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	100	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-
	2011	2012	2013	2014	2015	30
Total complaints from previous Fiscal Years	50	52	43	36	32	30
Total Complainants	49	52	43	36	32	30
Number complaints pending						
Investigation	3	2	2	2	2	0
ROI issued, pending Complainant's action	0	1	0	0	0	0
Hearing	38	43	33	33	29	29
Final Agency Action	9	7	8	2	2	2
Appeal with EEOC Office of Federal Operations	1	1	3	4	0	7
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru09-
	2011	2012	2013	2014	2015	30
Pending Complaints Where Investigations Exceed Required Time Frames	8	2	2	2	2	0